

**I. IDENTITAS RESPONDEN**

Mohon Saudara/i memberi tanda (x) dibawah ini

1. Jenis kelamin
  - a. Laki-laki
  - b. Perempuan
2. Usia Saudara/i
  - a. 21-30 Tahun
  - b. 31-40 Tahun
3. Pendidikan
  - a. SLTA atau setingkat
  - b. D3
  - c. S1
  - d. Lainnya
4. Masa Kerja saudara/i di PT Mavens Group Indonesia
  - a. 1-2 Tahun
  - b. 3-5 Tahun
  - c. Diatas 5 Tahun

## I. KUISIONER PENELITIAN

Mohon kesediaan Saudara/i untuk memberikan jawaban atas pertanyaan-pertanyaan yang tersedia dengan mengisi kuisisioner berikut. Seluruh data yang terkumpul melalui kuisisioner ini murni untuk tujuan akademis dan akan diperlakukan sesuai dengan kode etik ilmiah. Setiap jawaban serta identitas Saudara/i, Saya jamin kerahasiaannya. Pertimbangkan setiap *item*, kemudian Saudara/i diminta untuk menilai keadaan yang sebenarnya dengan menggunakan skala alternatif pilihan 1 sampai dengan 4 jawaban pertanyaan dengan ketentuan sebagai berikut:

- 4 = Untuk jawaban sangat setuju. Artinya pertanyaan sangat sesuai dengan keadaan yang sebenarnya
- 3 = Untuk jawaban setuju. Artinya pertanyaan sesuai dengan keadaan yang sebenarnya
- 2 = Untuk jawaban tidak setuju. Artinya pertanyaan tidak sesuai dengan keadaan yang sebenarnya
- 1 = Untuk jawaban sangat tidak setuju. Artinya pertanyaan sangat tidak sesuai dengan keadaan yang sebenarnya

No.	Pertanyaan	Skala			
		1	2	3	4
<b>X1</b>	<b>Budaya Kerja</b>				
1	Lingkungan kerja yang terstruktur				
2	Lingkungan kerja yang tertib dengan peraturan perusahaan				
3	Lingkungan kerja yang teratur akan waktu kerja				
4	Setiap tugas diberikan dengan regulasi yang jelas				
5	Perusahaan melakukan pengawasan terhadap pencapaian hasil kerja karyawan				
6	Perusahaan mengarahkan kinerja karyawan agar sesuai dengan aturan perusahaan				
7	Perusahaan selalu mengadakan meeting antar divisi secara rutin				
8	Atasan mengawasi perilaku setiap karyawan dalam bekerja				
9	Saya mampu melaksanakan standar kerja yang ditentukan perusahaan				
10	Lingkungan kerja yang penuh tantangan				
11	Tugas yang saya kerjakan beresiko				
12	Saya diberikan kesempatan berinisiatif sendiri untuk menyelesaikan pekerjaan perusahaan				
13	Setiap karyawan diberi tekanan untuk berkarya sekreatif mungkin				
14	Tidak banyak aturan dalam pelaksanaan tugas				
15	Pengendalian dilakukan melalui supervisi serta konsultasi				

No.	Pertanyaan	Skala			
		1	2	3	4
16	Lingkungan kerja yang bersahabat				
17	Lingkungan kerja yang peduli dengan sesama				
18	Lingkungan kerja yang saling percaya				
19	Lingkungan kerja yang adil				
20	Lingkungan kerja penuh dengan kehangatan				
21	Lingkungan kerja penuh dengan ramah tamah				
22	Lingkungan kerja saling memberikan kebebasan individual				
<b>X2</b>	<b>Kompensasi</b>				
1	Perusahaan telah menyelaraskan Rewards dengan kinerja				
2	Adanya Rewards sebagai bentuk penghargaan bagi karyawan yang berprestasi				
3	Adanya punishment yang diterima karyawan apabila tidak adanya peningkatan kinerja				
4	Team Rewards sangat penting untuk mendorong kerja sama dalam bekerja team (pekerjaan yang saling bergantung)				
5	Rewards yang diberikan sesuai dengan besarnya prestasi karyawan				
6	Dengan adanya Rewards, Saya termotivasi dalam meningkatkan kinerja				
7	Rewards yang diberikan perusahaan sesuai dengan yang saya inginkan				
8	SOP sebagai tolak ukur penilaian kinerja yang digunakan untuk pemberian rewards yang seadil-adilnya				



No	Pertanyaan	Skala			
		1	2	3	4
<b>Z</b>	<b>Motivasi</b>				
1	Besarnya gaji yang diperoleh cukup untuk memenuhi kebutuhan saya				
2	Besarnya gaji yang diperoleh sesuai dengan pekerjaan yang saya lakukan				
3	Besarnya gaji yang diperoleh sesuai dengan tingkat pendidikan saya				
4	Sarana pendukung untuk bekerja memadai				
5	Perusahaan telah memberikan jaminan perlindungan dari bahaya kecelakaan				
6	Perusahaan telah memberikan jaminan akan hari tua bagi karyawan				
7	Adanya <i>team</i> kerja yang kompak membuat pekerjaan terasa lebih ringan				
8	Adanya <i>team</i> kerja yang kompak membuat interaksi yang lebih erat antar karyawan				
9	Atasan selalu memberikan perhatian kepada setiap karyawan				
10	Rekreasi bersama dapat mempererat hubungan persahabatan antar rekan kerja				
11	Rekreasi bersama dapat menciptakan interaksi yang lebih erat antar rekan kerja				
12	Atasan selalu memberikan pujian bila karyawan yang menjalankan tugas pekerjaan dengan memuaskan				
13	Atasan memberikan pengakuan bila karyawan yang menjalankan tugas pekerjaan dengan memuaskan				
14	Perusahaan memberikan penghargaan bagi karyawan yang berprestasi				
15	Atasan memberikan pelatihan-pelatihan kepada karyawan untuk meningkatkan potensi yang sesungguhnya bagi karyawan				

### Tabulasi Karakteristik Responden

Dalam satuan	Jenis Kelamin		Usia (tahun)		Pendidikan terakhir				Masa kerja (tahun)		
	Laki-laki	Pere mpua n	21-30	31-40	SLTA	D3	S1	Lain nya	1 - 2	3 - 5	Diatas 5
Presentase (%)	52%	48%	79%	21%	4%	2%	92%	2%	65%	33%	2%
Jumla Karya an	25	23	38	10	2	1	44	1	31	16	1

Sumber : Pengolahan kuisisioner, 2016

### TABULASI JAWABAN KUISIONER PRETEST

No. Res p	(X1) BudayaKerja															Tota l	(X2) Kompensasi								Tot al		
	P 0 1	P 0 2	P 0 3	P 0 4	P 0 5	P 0 6	P 0 8	P 0 9	P 1 1	P 1 5	P 1 6	P 1 7	P 1 8	P 1 9	P 2 0		P 2 1	P 2 2	P 0 1	P 0 2	P 0 3	P 0 4	P 0 5	P 0 6		P 0 7	P 0 8
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6	3	3	4	4	4	4	4	4	3	4	4	4	4	4	4	4	65	4	4	4	4	4	4	4	4	4	32
7	2	2	2	2	1	3	2	3	3	4	3	3	3	1	2	3	3	42	2	2	3	2	2	2	2	1	16
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13	4	4	4	4	4	4	4	4	3	3	4	3	3	3	4	3	3	61	3	4	3	4	2	3	2	3	24
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16	3	3	2	3	3	2	2	3	2	3	4	4	2	2	3	1	3	45	2	3	2	2	2	4	2	3	20
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24	2	3	1	3	3	2	3	2	2	3	4	2	2	2	3	3	2	42	3	2	3	4	3	4	3	3	25
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26	3	3	3	2	3	2	2	3	2	2	3	2	4	2	1	3	3	43	2	3	3	3	4	3	2	3	23
27	3	2	2	3	2	3	2	2	1	3	2	3	3	2	2	2	2	39	2	2	3	2	3	4	2	3	21
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No. Resp	(Z) Motivasi															Total
	P 0 1	P 0 2	P 0 3	P 0 4	P 0 5	P 0 6	P 0 7	P 0 8	P 0 9	P 1 0	P 1 1	P 1 2	P 1 3	P 1 4	P 1 5	
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3	3	3	3	4	4	3	4	4	4	4	4	3	3	3	3	52
4	2	3	3	3	3	3	3	3	2	3	3	2	2	2	2	39
5	3	3	4	3	3	3	3	3	3	3	3	2	4	4	3	47
6	4	4	4	4	4	2	4	4	3	4	4	4	4	4	4	57
7	3	2	3	2	1	1	2	2	1	2	2	1	1	1	1	25
8	3	2	3	2	3	2	1	2	3	2	2	1	1	1	2	30
9	2	2	3	2	2	2	3	2	2	2	2	2	2	2	2	32
10	3	3	3	4	4	2	4	3	3	3	3	4	3	3	3	48
11	3	3	4	4	4	4	4	4	3	4	4	3	3	4	3	54
12	1	1	2	2	2	1	1	1	1	1	1	2	1	1	2	20
13	2	1	3	3	4	4	4	4	2	3	3	2	1	4	1	41
14	3	2	3	2	3	3	2	3	3	2	2	3	2	2	2	37
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16	3	3	2	3	3	3	3	2	2	2	2	3	2	2	2	37
17	2	3	3	2	3	3	3	2	2	2	2	2	2	2	3	36
18	2	3	4	3	3	3	3	2	2	1	3	2	2	2	3	38
19	3	2	4	3	3	3	3	2	2	1	2	3	2	1	2	36
20	2	4	3	3	3	3	4	3	2	2	2	3	2	1	2	39
21	2	4	3	3	3	3	4	3	3	2	2	3	3	2	2	42
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26	3	3	3	3	3	4	2	3	1	2	1	3	2	3	2	38
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28	3	4	3	4	3	3	4	3	3	1	2	2	3	2	2	42
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30	3	4	4	3	3	3	3	3	3	1	2	2	2	2	3	41

**HASIL UJI VALIDITAS PRETEST**

**BUDAYA ORGANISASI (X1)**

**Correlations**

		Notes
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Comments		
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Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=P01 P02 P03 P04 P05 P06 P07 P08 P09 P10 P11 P12 P13 P14 P15 TOTAL /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00.99
	Elapsed Time	00:00:01.34



		P01	P02	P03	P04	P05	P06	P08	P09	P11	P15	P16	P17	P18	P19	P20	P21	P22	TOTAL
P0 1	Pearson Correlation	1	.488**	.330	.274	.326	.190	.503**	.278	.376*	-.049	.147	.137	0.000	.184	-.046	.074	.290	.517**
	Sig. (2-tailed)		.006	.074	.143	.079	.314	.005	.137	.041	.797	.438	.471	1.000	.332	.809	.696	.120	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P0 2	Pearson Correlation	.488**	1	.391*	.274	.407*	.144	.440*	.498**	.248	-.021	.317	.108	.125	-.042	.104	.019	.152	.540**
	Sig. (2-tailed)	.006		.033	.143	.025	.447	.015	.005	.187	.914	.088	.569	.512	.826	.585	.922	.423	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P0 3	Pearson Correlation	.330	.391*	1	.507**	.313	.301	.262	.450*	.198	.248	.356	.478**	.463**	.418*	.167	.393*	.443*	.764**
	Sig. (2-tailed)	.074	.033		.004	.093	.106	.163	.013	.294	.186	.054	.008	.010	.021	.377	.032	.014	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P0 4	Pearson Correlation	.274	.274	.507**	1	.437*	.235	.344	.437*	.038	.113	.276	.367*	.418*	.475**	.402*	.192	.133	.666**
	Sig. (2-tailed)	.143	.143	.004		.016	.212	.063	.016	.841	.551	.141	.046	.021	.008	.028	.310	.483	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P0 5	Pearson Correlation	.326	.407*	.313	.437*	1	.310	.377*	.587**	.131	-.283	-.084	.134	0.000	.320	.212	-.234	-.078	.438*
	Sig. (2-tailed)	.079	.025	.093	.016		.095	.040	.001	.492	.130	.658	.479	1.000	.085	.261	.213	.681	.016
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P0 6	Pearson Correlation	.190	.144	.301	.235	.310	1	.447*	.421*	.139	.186	-.124	.477**	-.102	.469**	.009	-.030	-.034	.446*
	Sig. (2-tailed)	.314	.447	.106	.212	.095		.013	.020	.465	.324	.513	.008	.591	.009	.961	.877	.859	.014
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P0 8	Pearson Correlation	.503**	.440*	.262	.344	.377*	.447*	1	.555**	.286	-.167	.130	-.093	-.274	.196	-.033	.194	.061	.527**
	Sig. (2-tailed)	.005	.015	.163	.063	.040	.013		.001	.125	.379	.495	.626	.143	.299	.861	.305	.750	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P0 9	Pearson Correlation	.278	.498**	.450*	.437*	.587**	.421*	.555**	1	.301	.027	-.139	.245	0.000	.214	.013	-.129	.102	.541**
	Sig. (2-tailed)	.137	.005	.013	.016	.001	.020	.001		.106	.888	.463	.193	1.000	.257	.945	.496	.591	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

		P01	P02	P03	P04	P05	P06	P08	P09	P11	P15	P16	P17	P18	P19	P20	P21	P22	TOTAL
P1	Pearson Correlation	.376*	.248	.198	.038	.131	.139	.286	.301	1	.125	.042	-.101	0.000	.138	.077	.111	.156	.365*
1	Sig. (2-tailed)	.041	.187	.294	.841	.492	.465	.125	.106		.510	.824	.596	1.000	.468	.688	.559	.409	.047
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P1	Pearson Correlation	-.049	-.021	.248	.113	-.283	.186	.167	.027	.125	1	.343	.311	.057	.254	.237	.389*	.373*	.376*
5	Sig. (2-tailed)	.797	.914	.186	.551	.130	.324	.379	.888	.510		.063	.094	.765	.175	.208	.034	.042	.040
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P1	Pearson Correlation	.147	.317	.356	.276	-.084	-.124	.130	-.139	.042	.343	1	.306	.405*	.175	.430*	.466**	.516**	.519**
6	Sig. (2-tailed)	.438	.088	.054	.141	.658	.513	.495	.463	.824	.063		.101	.026	.355	.018	.009	.003	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P1	Pearson Correlation	.137	.108	.478**	.367*	.134	.477**	.093	.245	-.101	.311	.306	1	.203	.673**	.304	.003	.445*	.579**
7	Sig. (2-tailed)	.471	.569	.008	.046	.479	.008	.626	.193	.596	.094	.101		.281	.000	.103	.986	.014	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P1	Pearson Correlation	0.000	.125	.463**	.418*	0.000	-.102	-.274	0.000	0.000	.057	.405*	.203	1	.342	.366*	.531**	.443*	.457*
8	Sig. (2-tailed)	1.000	.512	.010	.021	1.000	.591	.143	1.000	1.000	.765	.026	.281		.064	.047	.003	.014	.011
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P1	Pearson Correlation	.184	-.042	.418*	.475**	.320	.469**	.196	.214	.138	.254	.175	.673**	.342	1	.390*	.258	.395*	.651**
9	Sig. (2-tailed)	.332	.826	.021	.008	.085	.009	.299	.257	.468	.175	.355	.000	.064		.033	.169	.031	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P2	Pearson Correlation	-.046	.104	.167	.402*	.212	.009	-.033	.013	.077	.237	.430*	.304	.366*	.390*	1	.253	.324	.475**
0	Sig. (2-tailed)	.809	.585	.377	.028	.261	.961	.861	.945	.688	.208	.018	.103	.047	.033		.177	.080	.008
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P2	Pearson Correlation	.074	.019	.393*	.192	-.234	-.030	.194	-.129	.111	.389*	.466**	.003	.531**	.258	.253	1	.417*	.442*
1	Sig. (2-tailed)	.696	.922	.032	.310	.213	.877	.305	.496	.559	.034	.009	.986	.003	.169	.177		.022	.015
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

	P01	P02	P03	P04	P05	P06	P08	P09	P11	P15	P16	P17	P18	P19	P20	P21	P22	TOTAL
P2 Pearson Correlation	.290	.152	.443*	.133	-.078	-.034	.061	.102	.156	.373*	.516**	.445*	.443*	.395*	.324	.417*	1	.576**
P2 Sig. (2-tailed)	.120	.423	.014	.483	.681	.859	.750	.591	.409	.042	.003	.014	.014	.031	.080	.022		.001
P2 N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL Pearson Correlation	.517**	.540**	.764**	.666**	.438*	.446*	.527**	.541**	.365*	.376*	.519**	.579**	.457*	.651**	.475**	.442*	.576**	1
TOTAL Sig. (2-tailed)	.003	.002	.000	.000	.016	.014	.003	.002	.047	.040	.003	.001	.011	.000	.008	.015	.001	
TOTAL N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).

**KOMPENSASI (X2)**

**Correlations**

**Notes**

Output Created		09-OCT-2016 15:25:53
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	30
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=P01 P02 P03 P04 P05 P06 P07 P08 TOTAL /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00.03
	Elapsed Time	00:00:00.17

Correlations

		P01	P02	P03	P04	P05	P06	P07	P08	TOTAL
P01	Pearson Correlation	1	.645**	.294	.474**	.368*	.326	.323	.239	.685**
	Sig. (2-tailed)		.000	.114	.008	.045	.078	.082	.204	.000
	N	30	30	30	30	30	30	30	30	30
P02	Pearson Correlation	.645**	1	.037	.357	.457*	.442*	.037	.289	.614**
	Sig. (2-tailed)	.000		.845	.053	.011	.015	.847	.122	.000
	N	30	30	30	30	30	30	30	30	30
P03	Pearson Correlation	.294	.037	1	.235	.348	.007	.550**	.303	.530**
	Sig. (2-tailed)	.114	.845		.211	.060	.969	.002	.104	.003
	N	30	30	30	30	30	30	30	30	30
P04	Pearson Correlation	.474**	.357	.235	1	.347	.003	.232	.404*	.602**
	Sig. (2-tailed)	.008	.053	.211		.060	.987	.218	.027	.000
	N	30	30	30	30	30	30	30	30	30
P05	Pearson Correlation	.368*	.457*	.348	.347	1	.423*	.499**	.620**	.792**
	Sig. (2-tailed)	.045	.011	.060	.060		.020	.005	.000	.000
	N	30	30	30	30	30	30	30	30	30
P06	Pearson Correlation	.326	.442*	.007	.003	.423*	1	.278	.389*	.550**
	Sig. (2-tailed)	.078	.015	.969	.987	.020		.136	.034	.002
	N	30	30	30	30	30	30	30	30	30
P07	Pearson Correlation	.323	.037	.550**	.232	.499**	.278	1	.531**	.667**
	Sig. (2-tailed)	.082	.847	.002	.218	.005	.136		.003	.000
	N	30	30	30	30	30	30	30	30	30
P08	Pearson Correlation	.239	.289	.303	.404*	.620**	.389*	.531**	1	.745**
	Sig. (2-tailed)	.204	.122	.104	.027	.000	.034	.003		.000
	N	30	30	30	30	30	30	30	30	30



	P01	P02	P03	P04	P05	P06	P07	P08	TOTAL
TOTAL Pearson Correlation	.685**	.614**	.530**	.602**	.792**	.550**	.667**	.745**	1
Sig. (2-tailed)	.000	.000	.003	.000	.000	.002	.000	.000	
N	30	30	30	30	30	30	30	30	30

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).

**MOTIVASI (Z)**

**Correlations**

**Notes**

Output Created		09-OCT-2016 17:27:46
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data	30
	File	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		<pre> CORRELATIONS /VARIABLES=P01 P02 P03 P04 P05 P06 P07 P08 P09 P10 P11 P12 P13 P14 P15 TOTAL /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.                     </pre>
Resources	Processor Time	00:00:00.99
	Elapsed Time	00:00:01.34

Correlations																
	P01	P02	P03	P04	P05	P06	P07	P08	P09	P10	P11	P12	P13	P14	P15	TOTAL
P01 Pearson Correlation	1	.377*	.301	.301	.234	.116	.046	.465**	.366*	.422*	.293	.356	.398*	.344	.146	.517**
P01 Sig. (2-tailed)		.040	.106	.106	.214	.541	.811	.010	.046	.020	.117	.053	.029	.062	.442	.003
P01 N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P02 Pearson Correlation	.377*	1	.189	.498**	.245	.316	.418*	.373*	.262	.072	.085	.342	.559**	.162	.373*	.537**
P02 Sig. (2-tailed)	.040		.318	.005	.192	.089	.021	.042	.162	.704	.655	.064	.001	.392	.042	.002
P02 N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P03 Pearson Correlation	.301	.189	1	.223	.303	.223	.116	.276	.137	.173	.309	-.068	.220	.355	.251	.402*
P03 Sig. (2-tailed)	.106	.318		.236	.103	.237	.542	.140	.469	.360	.097	.720	.242	.054	.180	.028
P03 N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P04 Pearson Correlation	.301	.498**	.223	1	.697**	.274	.683**	.411*	.228	.263	.526**	.452**	.545**	.524**	.516**	.735**
P04 Sig. (2-tailed)	.106	.005	.236		.000	.143	.000	.024	.226	.161	.003	.012	.002	.003	.004	.000
P04 N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P05 Pearson Correlation	.234	.245	.303	.697**	1	.472**	.520**	.537**	.429*	.394*	.568**	.458*	.412*	.640**	.520**	.763**
P05 Sig. (2-tailed)	.214	.192	.103	.000		.008	.003	.002	.018	.031	.001	.011	.024	.000	.003	.000
P05 N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P06 Pearson Correlation	.116	.316	.223	.274	.472**	1	.303	.517**	.129	.128	.045	.221	.196	.475**	.000	.453*
P06 Sig. (2-tailed)	.541	.089	.237	.143	.008		.104	.003	.496	.499	.812	.240	.299	.008	1.000	.012
P06 N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P07 Pearson Correlation	.046	.418*	.116	.683**	.520**	.303	1	.506**	.422*	.296	.564**	.451*	.606**	.439*	.391*	.712**
P07 Sig. (2-tailed)	.811	.021	.542	.000	.003	.104		.004	.020	.112	.001	.012	.000	.015	.033	.000
P07 N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

P08	Pearson Correlation	.465**	.373*	.276	.411*	.537**	.517**	.506**	1	.487**	.663**	.486**	.404*	.452*	.641**	.038	.758**
	Sig. (2-tailed)	.010	.042	.140	.024	.002	.003	.004		.006	.000	.006	.027	.012	.000	.841	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P09	Pearson Correlation	.366*	.262	.137	.228	.429*	.129	.422*	.487**	1	.403*	.536**	.274	.598**	.321	.399*	.622**
	Sig. (2-tailed)	.046	.162	.469	.226	.018	.496	.020	.006		.027	.002	.142	.000	.084	.029	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P10	Pearson Correlation	.422*	.072	.173	.263	.394*	.128	.296	.663**	.403*	1	.733**	.393*	.428*	.647**	.101	.653**
	Sig. (2-tailed)	.020	.704	.360	.161	.031	.499	.112	.000	.027		.000	.031	.018	.000	.597	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P11	Pearson Correlation	.293	.085	.309	.526**	.568**	.045	.564**	.486**	.536**	.733**	1	.305	.520**	.584**	.443*	.739**
	Sig. (2-tailed)	.117	.655	.097	.003	.001	.812	.001	.006	.002	.000		.101	.003	.001	.014	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P12	Pearson Correlation	.356	.342	-.068	.452*	.458*	.221	.451*	.404*	.274	.393*	.305	1	.541**	.364*	.330	.600**
	Sig. (2-tailed)	.053	.064	.720	.012	.011	.240	.012	.027	.142	.031	.101		.002	.048	.075	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P13	Pearson Correlation	.398*	.559**	.220	.545**	.412*	.196	.606**	.452*	.598**	.428*	.520**	.541**	1	.575**	.640**	.799**
	Sig. (2-tailed)	.029	.001	.242	.002	.024	.299	.000	.012	.000	.018	.003	.002		.001	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P14	Pearson Correlation	.344	.162	.355	.524**	.640**	.475**	.439*	.641**	.321	.647**	.584**	.364*	.575**	1	.394*	.782**
	Sig. (2-tailed)	.062	.392	.054	.003	.000	.008	.015	.000	.084	.000	.001	.048	.001		.031	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P15	Pearson Correlation	.146	.373*	.251	.516**	.520**	.000	.391*	.038	.399*	.101	.443*	.330	.640**	.394*	1	.566**
	Sig. (2-tailed)	.442	.042	.180	.004	.003	1.000	.033	.841	.029	.597	.014	.075	.000	.031		.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
TOT AL	Pearson Correlation	.517**	.537**	.402*	.735**	.763**	.453*	.712**	.758**	.622**	.653**	.739**	.600**	.799**	.782**	.566**	1
	Sig. (2-tailed)	.003	.002	.028	.000	.000	.012	.000	.000	.000	.000	.000	.000	.000	.000	.001	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

\*. Correlation is significant at the 0.05 level (2-tailed).

\*\*. Correlation is significant at the 0.01 level (2-tailed).

**HASIL UJI RELIABILITAS PRETEST****BUDAYA ORGANISASI (X1)****Reliability**

		<b>Notes</b>
Output Created		09-OCT-2016 17:56:33
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	30
Missing Value Handling	Matrix Input	
	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=P01 P02 P03 P04 P05 P06 P07 P08 P09 P10 P11 P12 P13 P14 P15 P16 P17 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA  /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.05



Scale: ALL VARIABLES

**Case Processing Summary**

		N	%
Cases	Valid	30	100,0
	Excluded <sup>a</sup>	0	0,0
	Total	30	100,0

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

Cronbach's Alpha	N of Items
,834	17

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
P01	42,6000	49,214	,416	,827
P02	42,6667	48,506	,434	,826
P03	42,8667	45,292	,700	,809
P04	42,3333	48,299	,600	,817
P05	42,4000	51,145	,349	,830
P06	42,4333	50,806	,352	,830
P08	42,3667	50,171	,447	,825
P09	42,4000	49,972	,462	,825
P11	42,7333	51,857	,268	,834
P15	42,2667	51,995	,288	,833
P16	41,9000	49,886	,431	,826
P17	42,2667	49,168	,499	,823
P18	42,0333	50,585	,362	,830
P19	42,6667	48,023	,577	,818
P20	42,1000	49,955	,372	,830
P21	42,1667	50,626	,342	,831
P22	42,3333	49,678	,502	,823

**KOMPENSASI (X2)****Reliability****Notes**

Output Created		09-OCT-2016 17:58:14
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	30
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=P01 P02 P03 P04 P05 P06 P07 P08 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA  /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.02

**Scale: ALL VARIABLES**

**Case Processing Summary**

		N	%
Cases	Valid	30	100,0
	Excluded <sup>a</sup>	0	0,0
	Total	30	100,0

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

Cronbach's Alpha	N of Items
,801	8

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
P01	19,2667	13,789	,582	,771
P02	19,1000	14,024	,486	,783
P03	18,7333	14,409	,377	,798
P04	18,9667	13,482	,432	,794
P05	19,1000	12,300	,692	,749
P06	18,5667	14,116	,389	,798
P07	19,2333	13,495	,541	,775
P08	18,9333	12,616	,628	,760

**MOTIVASI (Z)****Reliability**

<b>Notes</b>		
Output Created		09-OCT-2016 17:45:23
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	30
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=P01 P02 P03 P04 P05 P06 P07 P08 P09 P10 P11 P12 P13 P14 P15 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA  /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.02

**Scale: ALL VARIABLES**

**Case Processing Summary**

		N	%
Cases	Valid	30	100,0
	Excluded <sup>a</sup>	0	0,0
	Total	30	100,0

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

Cronbach's Alpha	N of Items
,899	15

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
P01	36,9000	52,576	,456	,897
P02	36,6667	50,851	,452	,898
P03	36,5333	53,154	,321	,901
P04	36,7333	49,306	,685	,889
P05	36,6333	49,620	,722	,888
P06	36,7667	52,323	,369	,900
P07	36,6333	48,102	,646	,890
P08	36,7000	48,769	,710	,888
P09	37,1667	50,213	,552	,894
P10	37,2667	48,340	,571	,894
P11	37,2333	48,116	,681	,888
P12	37,1000	50,783	,533	,894
P13	37,3333	48,023	,757	,886
P14	37,3333	46,989	,728	,886
P15	37,4000	51,283	,496	,896



**TABULASI HASIL KUISIONER**

No · Re sp	(X1) Budaya Organisasi														T ot al	(X2) Kompensasi								T ot al		
	P 0 1	P 0 2	P 0 3	P 0 4	P 0 5	P 0 6	P 0 8	P 0 9	P 1 5	P 1 6	P 1 7	P 1 8	P 1 9	P 2 0		P 2 1	P 2 2	P 0 1	P 0 2	P 0 3	P 0 4	P 0 5	P 0 6		P 0 7	P 0 8
1	1	1	1	2	3	3	2	3	3	2	3	2	3	3	2	3	37	2	2	3	2	2	2	2	2	17
2	2	2	2	3	3	3	2	3	3	3	3	2	3	3	2	3	42	2	2	3	2	2	2	2	3	18
3	3	3	2	3	3	3	2	3	3	3	3	2	3	3	3	3	45	2	2	2	4	2	2	2	4	20
4	2	2	2	3	2	3	2	3	3	2	3	2	2	3	3	3	40	2	2	2	2	2	3	3	3	19
5	2	2	3	2	2	2	2	2	3	2	3	2	3	3	2	3	38	4	4	4	4	4	3	3	4	30
6	3	3	3	3	3	3	2	3	3	3	3	3	3	3	3	3	47	4	4	4	4	4	4	4	4	32
7	2	2	2	2	1	3	2	3	3	3	3	3	1	3	3	3	39	2	2	3	2	2	2	2	1	16
8	2	2	3	2	3	3	3	2	2	3	2	2	1	3	3	2	38	2	2	2	3	1	1	1	1	13
9	2	2	2	2	2	2	3	3	3	3	2	2	2	3	2	2	37	2	2	3	2	2	2	2	2	17
10	3	3	3	3	3	3	3	3	3	3	3	2	3	3	3	3	47	3	3	2	3	3	4	3	3	24
11	3	3	3	3	3	3	3	3	3	2	3	3	3	3	2	3	46	4	4	3	3	4	4	2	3	27
12	3	3	1	2	3	3	3	3	3	2	1	3	1	1	3	1	36	3	3	1	1	1	4	1	1	15
13	3	3	3	3	3	3	3	3	3	2	3	3	3	2	2	3	45	3	4	3	4	2	3	2	3	24
14	3	2	1	1	1	1	2	3	2	2	1	2	1	2	3	3	30	2	3	3	3	3	3	2	3	22
15	3	2	1	3	3	2	3	3	2	3	3	3	3	3	3	3	43	2	3	3	2	2	4	2	3	21
16	3	3	2	3	3	2	2	3	2	2	3	3	2	2	3	3	41	2	3	2	2	2	4	2	3	20
17	2	1	2	3	3	2	2	3	3	2	3	2	3	2	3	2	38	2	2	4	2	2	4	3	3	22
18	2	1	3	3	2	3	3	2	3	2	3	2	3	2	3	2	39	2	3	3	2	3	3	3	2	21
19	2	1	1	2	3	3	2	2	2	2	3	3	2	3	3	2	36	2	3	3	2	3	4	2	3	22
20	2	2	1	3	2	2	3	2	2	2	2	3	2	3	3	3	37	2	2	3	3	2	3	2	2	19
21	1	3	3	3	3	2	2	2	3	2	3	2	2	1	1	3	36	2	2	3	3	3	3	2	2	20
22	3	3	2	3	2	3	3	2	3	2	3	3	2	3	3	2	42	3	3	4	4	2	3	3	2	24
23	1	2	1	2	2	3	2	3	2	2	3	3	3	3	3	2	37	3	2	4	4	2	3	3	3	24
24	2	3	1	3	3	2	3	2	3	2	2	3	2	3	2	2	38	3	2	3	4	3	4	3	3	25
25	1	3	2	3	3	1	2	3	2	2	2	3	1	3	2	2	35	2	3	2	4	4	4	3	4	26
26	3	3	3	2	3	2	2	2	2	3	2	3	2	3	3	3	41	2	3	3	3	4	3	2	3	23
27	3	2	2	3	2	3	2	2	3	3	3	2	2	2	3	2	39	2	2	3	2	3	4	2	3	21
28	2	2	2	1	2	3	3	2	2	3	3	3	3	3	3	3	40	2	2	3	2	3	3	4	3	22
29	2	1	2	3	3	3	2	2	3	2	2	3	3	3	3	2	39	3	2	4	2	3	3	4	3	24
30	2	1	2	3	2	1	2	2	3	2	2	3	2	2	3	3	35	2	2	4	2	3	3	3	4	23
31	2	2	3	2	3	3	3	2	3	3	2	2	2	2	3	2	39	2	3	2	2	2	4	3	3	21
32	2	2	2	2	2	2	2	3	3	2	2	2	2	2	3	2	35	2	2	3	3	2	3	3	3	21

No · Re sp	(X1) Budaya Organisasi														To tal	(X2) Kompensasi								To tal		
	P 0 1	P 0 2	P 0 3	P 0 4	P 0 5	P 0 6	P 0 8	P 0 9	P 1 5	P 1 6	P 1 7	P 1 8	P 1 9	P 2 0		P 2 1	P 2 2	P 0 1	P 0 2	P 0 3	P 0 4	P 0 5	P 0 6		P 0 7	P 0 8
33	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	48	2	2	3	3	3	3	2	2	20
34	2	3	3	2	3	3	2	3	3	3	2	2	3	3	3	3	43	3	3	4	4	2	3	3	2	24
35	3	3	2	2	3	3	3	3	3	2	2	2	2	1	1	1	36	3	2	4	4	2	3	3	3	24
36	2	2	3	2	3	3	2	2	3	3	2	2	2	2	3	2	38	3	2	3	3	3	4	3	3	24
37	2	2	2	2	2	2	2	3	2	2	2	2	2	2	3	2	34	2	3	2	3	4	4	3	4	25
38	3	2	3	3	2	3	3	2	2	3	2	3	3	3	3	3	43	2	3	3	3	4	3	2	3	23
39	3	2	3	3	3	3	2	2	2	2	2	3	3	2	3	3	41	3	3	4	4	2	3	3	2	24
40	2	2	2	2	2	2	2	2	2	2	2	2	2	1	1	1	29	3	2	4	4	2	3	4	3	25
41	3	2	3	3	2	2	2	2	2	2	3	3	3	2	2	2	38	3	2	3	3	3	3	4	3	24
42	3	2	2	2	2	2	3	2	2	2	2	2	2	2	2	2	34	2	3	2	3	4	2	3	4	23
43	3	2	2	2	2	2	3	2	2	2	2	2	3	2	2	2	35	2	3	3	3	4	3	2	3	23
44	3	2	2	2	2	2	2	2	3	2	2	2	2	2	1	2	33	2	2	3	3	3	4	2	3	22
45	2	2	2	2	2	2	2	2	3	3	2	2	3	2	2	3	36	2	2	3	2	3	3	4	3	22
46	2	2	3	2	2	3	2	2	2	3	2	2	3	2	2	3	37	3	2	4	2	3	2	4	3	23
47	2	2	2	2	2	3	2	2	2	3	3	2	2	2	2	3	36	2	2	4	2	3	2	3	4	22
48	2	2	2	2	2	2	2	2	2	2	3	2	2	2	2	3	34	2	2	3	3	3	3	3	3	22

No · Re sp	(Z) Motivasi														Tota l	Kode ID	Kela min	(Y) Kinerja					Total	
	P 0 1	P 0 2	P 0 3	P 0 4	P 0 5	P 0 6	P 0 7	P 0 8	P 0 9	P 1 0	P 1 1	P 1 2	P 1 3	P 1 4				P 1 5	P 1	P 2	P 3	P 4		P 5
1	3	3	3	2	1	1	1	2	2	2	2	1	2	2	2	29	PF001	P	7	9	8	8	8	40
2	2	3	3	2	3	1	3	2	2	3	2	2	2	2	3	35	UP001	L	8	9	8	8	8	41
3	2	2	2	2	1	2	2	3	3	3	2	2	2	2	2	32	PF002	L	7	9	8	8	8	40
4	1	2	2	3	2	1	2	2	2	3	3	3	3	3	3	35	PF003	L	9	9	7	8	8	41
5	2	2	3	3	3	3	3	3	2	3	3	2	1	4	2	39	PF004	L	9	7	8	7	8	39
6	3	2	2	2	3	2	2	2	3	2	2	1	1	2	3	32	PF005	P	7	9	7	8	7	38
7	2	2	3	2	2	2	2	2	2	2	2	2	2	2	3	32	PF006	P	7	9	7	8	8	39
8	3	3	2	3	3	3	2	3	3	4	4	3	3	3	2	44	PF007	L	7	9	7	7	7	37
9	3	3	3	4	4	2	3	3	3	3	3	3	3	3	3	46	PF008	L	9	7	8	7	8	39
10	3	3	2	3	3	3	3	3	3	4	4	3	3	4	3	47	PF009	P	9	9	7	7	8	40
11	2	3	2	3	3	3	3	2	2	1	3	2	2	2	3	36	PF010	P	9	9	8	7	8	41



No Re sp	(Z) Motivasi															Tota l	Kode ID	Ke la mi n	(Y) Kinerja					Total
	P 0 1	P 0 2	P 0 3	P 0 4	P 0 5	P 0 6	P 0 7	P 0 8	P 0 9	P 1 0	P 1 1	P 1 2	P 1 3	P 1 4	P 1 5				P 1	P 2	P 3	P 4	P 5	
12	3	2	3	2	1	1	2	2	1	2	2	1	1	1	2	26	PF011	P	9	7	8	7	7	38
13	3	2	3	2	3	2	2	2	3	2	2	1	1	1	2	31	PF012	L	7	9	8	7	8	39
14	3	3	2	2	2	3	2	4	3	3	2	3	2	2	2	38	PF013	L	7	9	7	7	8	38
15	3	3	4	3	3	3	3	3	3	3	3	2	4	4	3	47	PF014	L	7	7	7	7	8	36
16	3	2	3	4	3	3	4	3	3	1	2	2	3	3	2	41	PF015	L	9	9	7	7	8	40
17	2	3	2	3	3	3	4	3	3	2	2	2	3	3	3	41	PF016	P	9	9	8	8	8	42
18	3	4	4	3	3	4	2	3	2	2	1	2	2	3	2	40	BZC001	L	7	8	7	7	8	37
19	2	3	3	3	3	4	2	3	1	2	1	3	2	3	2	37	BZC002	P	9	8	8	8	8	41
20	3	3	2	2	2	3	3	3	3	3	2	3	3	2	2	39	PF017	P	8	8	7	7	7	37
21	2	2	2	2	2	2	3	2	2	2	2	2	2	2	2	31	PF018	P	7	7	8	8	7	37
22	3	3	3	4	4	2	4	3	3	3	3	3	3	3	3	47	PF019	L	7	7	7	7	8	36
23	2	3	4	3	3	3	3	4	3	4	4	3	3	4	3	49	PF020	P	8	8	7	7	8	38
24	2	3	3	3	3	3	3	3	2	3	3	2	2	2	2	39	PF021	P	8	8	8	7	8	39
25	3	4	2	4	3	3	3	3	1	2	2	3	2	2	2	39	PF022	L	7	7	7	7	7	35
26	2	3	3	4	4	3	4	4	4	4	4	3	3	3	3	51	PF023	P	8	9	8	8	8	41
27	3	3	4	2	3	3	2	4	3	3	2	2	2	2	2	40	PF024	P	8	9	7	7	8	39
28	4	3	3	3	3	2	4	4	3	3	3	3	3	3	4	48	BZC003	P	8	9	7	7	7	38
29	3	3	3	3	3	4	2	3	3	2	2	2	2	3	2	40	HCK001	P	8	8	8	8	8	40
30	1	2	2	2	2	1	1	1	3	1	2	2	2	2	2	26	BZC004	L	8	7	7	7	7	36
31	2	2	3	3	4	4	4	3	3	3	3	2	2	4	2	44	BZC005	L	8	7	7	7	7	36
32	3	2	3	2	3	2	1	2	3	2	2	1	2	2	3	33	BZC006	P	8	8	8	8	8	40
33	4	4	2	3	3	3	3	3	1	2	2	3	2	2	2	39	BZC007	P	8	8	8	7	8	39
34	4	3	3	3	4	3	3	3	4	4	4	3	3	3	3	50	BZC008	L	7	7	7	7	7	35
35	3	3	4	2	3	3	2	3	2	3	2	2	2	2	2	38	BZC009	P	8	8	7	8	7	38
36	2	4	3	3	3	3	4	3	2	2	2	3	2	2	2	40	BZC010	P	6	7	7	8	8	36
37	3	3	2	2	3	3	2	3	3	2	2	3	2	2	2	37	BZC011	L	7	8	7	7	7	36
38	3	3	2	3	2	3	3	2	2	2	2	3	2	2	3	37	UP002	L	8	8	8	8	8	40
39	2	4	2	3	2	3	4	3	3	2	2	3	3	2	3	41	UP003	P	8	8	8	8	8	40
40	2	2	2	2	2	3	3	2	2	1	2	3	2	2	3	33	UP004	L	8	8	8	8	8	40
41	3	3	2	2	3	2	3	2	3	3	3	2	2	2	2	37	UP005	L	8	8	8	8	8	40
42	2	4	2	3	2	3	3	2	3	1	2	2	3	2	3	37	UP006	P	8	8	8	8	8	40
43	3	3	2	3	3	4	2	3	2	2	2	3	3	3	2	40	UP007	L	8	8	8	8	8	40
44	2	2	2	3	2	2	2	2	2	2	2	2	3	2	2	32	UP008	P	7	7	8	8	7	37

No · Re sp	(Z) Motivasi															Tota l	Kode ID	Kel ami n	(Y) Kinerja					Total
	P 0 1	P 0 2	P 0 3	P 0 4	P 0 5	P 0 6	P 0 7	P 0 8	P 0 9	P 1 0	P 1 1	P 1 2	P 1 3	P 1 4	P 1 5				P 1	P 2	P 3	P 4	P 5	
<b>45</b>	2	3	3	4	4	2	2	3	3	3	3	3	3	3	3	<b>44</b>	<b>UP009</b>	<b>L</b>	8	8	8	8	8	<b>40</b>
<b>46</b>	3	3	4	3	3	3	3	3	3	4	4	3	3	4	3	<b>49</b>	<b>UP010</b>	<b>L</b>	8	8	8	7	7	<b>38</b>
<b>47</b>	2	2	2	2	2	3	3	3	2	3	3	2	2	2	3	<b>36</b>	<b>UP011</b>	<b>L</b>	8	8	8	8	8	<b>40</b>
<b>48</b>	3	2	2	3	2	3	3	3	3	2	2	3	3	2	3	<b>39</b>	<b>UP012</b>	<b>L</b>	8	8	8	8	8	<b>40</b>



## UJI ANALISIS PATH TAHAP 1

		Notes	
Output Created			27-OCT-2016 01:49:33
Comments			
Input	Active Dataset	DataSet0	
	Filter	<none>	
	Weight	<none>	
	Split File	<none>	
	N of Rows in Working Data File		48
Missing Value Handling	Definition of Missing Cases Used	User-defined missing values are treated as missing. Statistics are based on cases with no missing values for any variable used.	
Syntax		REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Z /METHOD=ENTER X1.	
Resources	Processor Time		00:00:00.09
	Elapsed Time		00:00:00.16
	Memory Required	1356 bytes	
	Additional Memory Required for Residual Plots	0 bytes	

a. Substruktur 1

**Budaya organisasi dan kompensasi terhadap motivasi (X1, X2 dan Z)**

**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1 2	Budaya Organisasi <sup>b</sup> Kompensasi		Enter

a. Dependent Variable: Motivasi

b. All requested variables entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.258 <sup>a</sup>	.067	.025	1.77753

a. Predictors: (Constant), Kompensasi, Budaya Organisasi

**ANOVA<sup>a</sup>**

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	238.676	2	119.338	3.477	.039 <sup>b</sup>
1 Residual	1544.637	45	34.325		
Total	1783.313	47			

a. Dependent Variable: Motivasi

b. Predictors: (Constant), Kompensasi, Budaya Organisasi

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	39.450	11.883		3.320	.002
1 Budaya Organisasi	.415	.203	.284	2.046	.047
1 Kompensasi	-.431	.242	-.247	-1.778	.082

a. Dependent Variable: Motivasi

## Substruktur 2

### Budaya organisasi dan kompensasi terhadap kinerja (X1, X2 dan Y)

#### Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1 2	Budaya Organisasi <sup>b</sup> Kompensasi		Enter

c. Dependent Variable: Kinerja

d. All requested variables entered.

#### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.258 <sup>a</sup>	.067	.025	1.77753

a. (Constant), Kompensasi, Budaya Organisasi

#### ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	10.130	2	5.065	1.603	.213 <sup>b</sup>
	Residual	142.183	45	3.160		
	Total	152.313	47			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Kompensasi, Budaya Organisasi

#### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	32.509	3.605		9.017	.000
	Budaya Organisasi	.041	.062	.095	.660	.513
	Kompensasi	.119	.073	.234	1.624	.111

a. Dependent Variable: Kinerja

## UJI ANALISIS PATH TAHAP II

### Regression

#### Notes

Output Created		27-OCT-2016 01:49:33
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	48
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		<pre>REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X1 Z.</pre>
Resources	Processor Time	00:00:00.05
	Elapsed Time	00:00:00.09
	Memory Required	1636 bytes
	Additional Memory Required for Residual Plots	0 bytes



**Budaya, kompensasi, motivasi, dan kinerja (X1, X2, Z, Y)****Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	Motivasi, Budaya Organisasi <sup>b</sup>		Enter

a. Predictors: (Constant), Motivasi, Budaya Organisasi

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.265 <sup>a</sup>	.070	.007	1.79393

a. Predictors: (Constant), Motivasi, Budaya Organisasi

**ANOVA<sup>a</sup>**

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	10.713	3	3.571	1.110	.355 <sup>b</sup>
1 Residual	141.600	44	3.218		
Total	152.313	47			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Motivasi, Kompensasi, Budaya Organisasi

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	33.276	4.060		8.197	.000
1 Budaya Organisasi	.049	.065	.114	.749	.458
Kompensasi	.111	.077	.218	1.447	.155
Motivasi	-.019	.046	-.066	-.426	.672

a. Dependent Variable: Kinerja